# MINA LEE

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| Management & Entrepreneurship  Williams College of Business, 331 Smith Hall  Xavier University  3718 Francis Xavier Way  Cincinnati, Ohio 45207 | Office: (513) 745-3128  Google Voice: (513) 401-5121  Fax: (513) 745-3692  E-mail: leem1@xavier.edu |

**RESEARCH interests**

Corporate-level strategy, innovation, bribery, corruption, CSR

**Education**

Ph.D. Purdue University, West Lafayette, IN

Major Field: Strategic Management

Dissertation Title: “Spin-offs and Innovation”

M.B.A. Purdue University, West Lafayette, IN

Major Field: Strategic Management

LL.M. University of Warwick, Coventry, United Kingdom

Major Field: International Economic Law

B.A. Yonsei University, Seoul, Republic of Korea

Major Field: Korean Language and Literature

**Academic Positions**

**Professor**, Department of Management & Entrepreneurship 2023 - Present

Williams College of Business, Xavier University, Cincinnati, OH

**Associate Professor**, Department of Management & Entrepreneurship 2016 – 2023

Williams College of Business, Xavier University, Cincinnati, OH

**Assistant Professor**, Department of Management & Entrepreneurship 2010 – 2016

Williams College of Business, Xavier University, Cincinnati, OH

**Assistant Professor**, Department of Management 2009 – 2010

College of Business, University of Southern Indiana, Evansville, IN

**courses taught**

Master level: Global Strategic Thinking (Capstone. BUAD691), Multinational Management (MGMT625)

Undergraduate level: Strategic Management (Capstone, BUAD398), International Management (MGMT325), Organizational Management (MGMT200)

**selected Publications**

Roush, J., **Lee, M.**, & Lee, SH. 2025. “Are the Queens Green?: Corporate Executive Gender and the Environmental Performance of the Firm’ *Journal of Economics and Finance,* https://doi.org/10.1007/s12197-025-09707-z

Cheung, M., Krishnan, H., & **Lee, M.** 2024. “Strategic Approaches to Online MBA Instruction: A Roadmap for Delivering Marketing Strategy in the Online MBA Curriculum.” *Journal of Management and Strategy*

Lee, M., **Lee, M.**, & Lee, S. 2023. “The Cost of Wrongdoing to Bystander Firms.” *Business and Politics*, 25(3): 215-250. doi:10.1017/bap.2023.8

**Lee, M.**, Mutlu, C., & Lee, S. 2022. “Bribery and Firm Growth: Sensemaking in CEE and Post-Soviet Countries.” *Journal of International Management*, 29(1) https://doi.org/10.1016/j.intman.2022.100975

Krishnan, H., Cheung, M. & **Lee, M.** 2019. “Pedagogy Training for Teaching an Online MBA Course: The BRICS Nations” *Journal of Education for Business**,* doi: 10.1080/08832323.2019.1689903

Jin, A., Wu, L., Cunningham, M., & **Lee, M.** 2018. “Member-Sponsored Projects: A Case Study in a Graduate Operations Management Course.” *International Journal of Information and Operations Management Education*, 6(3-4):211-229 https://doi.org/10.1504/IJIOME.2018.098081

Park, D., Krishnan, H. A., Chinta, R. & **Lee, M.** 2017. “After Acquiring Innovation and Sustainability: Executive effects.” *The Journal of Business Inquiry*, 16(2): 112-130. http://journals.uvu.edu/index.php/jbi/article/view/80

Jin, A., Cunningham, M., Wu, L., & **Lee, M.** 2016. “Using Student-Selected Local Business Operations Projects in an Introductory Operations Management Undergraduate Course: Benefits over Alternatives.” *Operations Management Education Review,* 10:103-128.

**Lee, M.,** Yin, X., Lee, S., Weng, D. H., & Peng, M. W. 2015. “The Impact of Home Country Institutions on New Venture Export: Examining New Ventures in Transition Economies.” *International Entrepreneurship and Management Journal,* 11(4): 823-842. https://doi.org/10.1007/s11365-014-0316-5

Jin, A., Wu, L., Cunningham, M., & **Lee, M**. 2015. “Using Self-Selected Projects from Students’ Workplaces in a Graduate Operations Management Course” *Operations Management Education Review*, 9: 109-128.

**Lee, M.** & Baik, Y. 2014. “Co-opetive Dynamics in IPOs: The Case of Biotech IPOs.” *Academy of Management Proceedings*. https://doi.org/10.5465/ambpp.2014.13959abstract

Park, D., Krishnan, H. A., & **Lee, M.** 2012. “A Study on Global Supplier Selection Decision Models.” *International Journal of Procurement Management*, 5(5): 627-646. https://doi.org/10.1504/IJPM.2012.048879

Park, D., Chinta, R., **Lee, M.**, & Yi, D. 2011. “New Product Development Project Management: Differences Between Korean and U.S. Small Business Executives.” *Journal of Small Business Strategy,* 21(1): 83-98.

**Lee, M.**, Brush, T. & Hahn, J. 2010. “The Role of Innovation in Capturing Value From Spin-off.” *International Journal of Business and Globalisation*, 5(1): 63-79. https://doi.org/10.1504/IJBG.2010.034021

**conference Presentations**

Baik, Y., **Lee, M.**, & Cho, H. 2024. “Female Ownership and In-firm Formal Training Programs in Emerging Economies.” *Academy of International Business*. Seoul, Korea. (Accepted)

Baik, Y., **Lee, M.**, & Cho, H. 2023. “Female Ownership and Formal Training Programs in Emerging Economies.” *Ann & Jack Graves Foundation Conference. Sustainability as a Solution to Global Challenges*. Dallas, TX.

Lee, M., **Lee, M.**, & Lee, S. 2022. “A Tale of Two Corruptions: Costs of Innocent Firms.” *Midwest Strategy Meeting*. West Lafayette, IN.

Cheung, M., Krishnan, H., & **Lee, M.** 2022. “Teaching Strategies for Faculty Facing Heightened Student Needs and Dwindling Institutional Support.” *Atlantic Marketing Annual Conference*. Savannah, Georgia.

**Lee, M.**, Roush, J., & Lee, S. 2022. “The Queen is Green: Female Corporate Leadership and Environmental Performance of the Firm.” *The Annual Meetings of the Western Economic Association International.* Portland, OR.

**Lee, M.**, Roush, J., & Lee, S. 2021. “Female Managers and Pollution.” *The 85th Midwest Economics Association (MEA) Annual Conference.* Virtual.

**Lee, M.**, Teed, M., & Shin, H. 2019.“Will Orphan Drugs help or hurt incumbents?” *The* 39th *Strategic Management Society* *International Conference*. Minneapolis, MN.

**Lee, M.** 2019. “Will Deglobalization Good or Bad for Female Workers in a Developed Country?” *Global Strategy and Emerging Markets (GSEM) Conference.* Dallas, TX.

**Lee, M.** 2019. “The Concerns of Business Ethics in Personalized Medicine.” *Global Jesuit Business Ethics Conference.* Santa Clara, CA.

Yin, X., Shanley, M., & **Lee, M.** 2018. **“**Industry Determinants of the “Merger versus Alliance” Decision: An Analysis of Manufacturing Industry.” 38th *Strategic Management Society* *International Conference*. Paris, France.

**Lee, M.** 2017. “Work-Life Issues of Women Expatriates: Case Studies.” 26th *International Association for Feminist Economics.* Seoul, Korea.

**Lee, M.** 2017. “Economic vs. Sociological Factors on Career Decision Making Among Female Managers in the United States and South Korea.” 10th *Asia* *Academy of Management Annual Meeting.*Kitakyushu, Japan.

**Lee, M.** & Baik, Y. 2014. “Co-operative dynamics in IPOs: The case of biotech IPOs.” 74th *Annual Meeting of Academy of Management****.*** Philadelphia, PA.

**Lee, M.** & Yin, X. 2013**.** “Will Spun-off Units from Unsuccessful Parents Survive Better?” 33rd *Strategic Management* *International Conference*. Atlanta, GA.

**Lee, M**. & Luo, L. 2012. “The style of bad business: Corruption vs. loopholes.” 9th *Asian Academy of Management Conference*, Seoul, Korea.

**Lee, M.** & Sean, R. 2012. “Rich vs. Poor parents: How Parents Firms’ Success Determines the Business of Spun-off Unit.” 40th *Midwest Decision Sciences Institute Annual Meeting*, Grand Rapids, MI.

**Lee, M.** & Cheung, M. 2011. “Sustainability Teaching in Higher Education Institutions: What Do We Teach?” 39th *Midwest Decision Science Institute Annual Meeting*, Indianapolis, IN.

Park, D., Krishnan, H. & **Lee, M.** 2010. “Understanding Global Supply Chain Partners: Supplier Selection Decision Models.” 70th *Annual Meeting of the Academy of Management*, Montréal, Canada.

**Lee, M.** 2007. “Is the Whole Smaller Than the Sum of Its Parts? Spin-off and Innovative Intensity.” 27th *Strategic Management Society Meeting*, San Diego, CA.

**Lee, M.** 2005. “Construct Validity of Measures of Performance in Alliance Studies.” 33rd Midwest *Decision Sciences Institute Annual Meeting*, Indianapolis, IN.

**Lee, M.** 2005. “Would Trust Increase Proportionally? The Relationship Between the Number of Alliances and Trust.” 33rd *Midwest Decision Sciences Institute Annual Meeting*, Indianapolis, IN.

Xiaoli, Y., Shanley, M., & **Lee, M.** 2004. “An Empirical Study of Industry Predictors of the ‘Merger versus Alliance’ Decision.” 64th *Annual Meeting of the Academy of Management*, Honolulu, HI.

**Academic Awards & Honors**

Cintas Institute for Business Ethics, Faculty Fellow, Xavier University. 2023-2025 ($4,000/year).

Williams College of Business summer research grant. 2024 ($5,000).

D.J. O’Conor Award. Williams College of Business. 2023-2024 ($6,000 for one year).

Teaching Travel grant. Williams College of Business. 2023. ($1,000 for one year).

Cintas Institute for Business Ethics, Faculty Fellow, Xavier University, 2018-2020 ($4,000/year).

Downing Scholar research grant, Xavier University, 2010, 2018 ($9,000, respectively).

Undergraduate Teacher of the Year. Williams College of Business. 2015-2016.

Williams College of Business summer research grant. 2013 ($4,000), 2015 ($5,000).

Wheeler Award, Xavier University, 2010, 2012, 2013 ($3,500, respectively).

Williams College of Business Intellectual Contribution Travel Mini-Grant, Xavier University grants to attend faculty development programs, 2010, 2011, 2012, 2015, 2017 ($1,000, respectively).

Williams College of Business Intellectual Contribution Mini-Grant, Xavier University, 2010 ($918)

Krannert Certificate for Outstanding Teaching Award, Purdue University, 2007.

Entrepreneurship Division of Academy of Management travel grant to attend the International Entrepreneurship Doctoral Workshop, 2006.

Kauffman Foundation fellowship to attend the Intensive Ph.D. seminar in Entrepreneurship at Case Western Reserve University, 2004 ($1,200).

Purdue Graduate Student Government travel grant to attend the Annual Meeting of Academy of Management, 2004.

A full assistantship, Krannert School of Management, Purdue University, 2003-2007.

Dean’s List, Purdue University, 2002.

Tuition graduate scholarship, University of Warwick. 1998-1999.

Two-year tuition undergraduate scholarship, Yonsei University, 1993, 1995.

**Professional Development**

Assuring the Future Mission and Identity of Xavier (AFMIX) participant. A flagship professional development program focusing on the mission and identity of Xavier University. 2021-2023

Wisdom and Integration Through the Spiritual Exercises (WISE) participant. 2019-2020

Sustainable Management: Scandinavian context program. University of Minnesota (Denmark & Sweden trip). 2013

MERCOSUR: Doing Business in Latin America, Florida International University (Brazil, Argentina, & Chile trip). 2012

Ignatian Mentoring Program, Xavier University, 2012

Using Stata Effectively: Data Management, Analysis, and Graphics Fundamentals, STATA Corporation (Chicago, IL), July 2011

International Management Junior Faculty Consortium, Academy of Management (San Antonio, TX), August 2011

Multicultural Fluency Institute: Promoting diversity in curricula, Xavier University, 2011

A sustainability workshop by Faculty Learning Community, Xavier University, 2011

Business Policy and Strategy Junior Faculty Consortium, The Annual Meeting of Academy of Management (Montréal, Canada), August 2010

Survey of International Business: Faculty Development in International Business, University of South Carolina (Columbia, SC), June 2011

Professional Development Workshop organizer, “Similarity and Difference in Asian and U. S. Economic Crisis and Firm Responses” The Annual Meeting of Academy of Management (Chicago, IL), 2009

International Entrepreneurship Doctoral Workshop, Georgia Institute Technology (Atlanta, GA), 2006

International Business Doctoral Student Consortium, Center for International Business Education and Research, the University of Illinois in Urbana-Champaign, (Urbana-Champaign, IL), 2005

Intensive Ph.D. Seminar in Entrepreneurship, Case Western Reserve University (Cleveland, OH), 2005

International Relations summer course, School of Oriental and African Studies at the University of London (London, U.K.), 1998

**OTHER ACADEMIC affiliations**

*Strategic Management Society Annual Meeting, Ad-hoc Reviewer*

*Academy of Management Annual Meeting, Ad-hoc Reviewer*

*Association of Korean Management Scholar, formerly Executive Member for Public Relations*

*Asia Pacific Journal of Management, Ad-hoc Reviewer*

*International Entrepreneurship and Management Journal, Ad-hoc Reviewer*

*Management Research Review, Ad-hoc Reviewer*